

TOGETHER WE BUILD A GOOD EVERYDAY LIFE





The Swedish People's Party (SFP) is Finland's liberal party with strong Nordic and European ties. We believe in individuals and in every person's right and ability to build their own lives and influence their existence. We believe in responsible freedom and in people's mutual responsibility. Our politics and our liberalism are built upon respect for humanity and the environment, freedom and individual rights, peace and justice, equality and equal rights.

Whatever happens globally and nationally affects us locally. The polarization that currently characterizes political discourse in many parts of the world is also discernible in Finland. Making politics based on fear instead of hope is becoming increasingly common, and many attempts are made to divide society into opposing camps.

This is a reality in which SFP is truly needed. We do not accept politics of "us vs. them"; instead, we want to offer solutions that bring people together, both locally and nationally. We want to give every member of our society the opportunity to build their own future.

Our welfare state works best when the economy is balanced, people have jobs, and

companies have the conditions they need for success. That is what we work towards. At the same time, we actively fight climate change and carry out measures to reinforce biodiversity. A sustainable society is a prerequisite for everyday security. For our country to blossom, we need both strong cities and a vital countryside.

SFP is an open and welcoming popular movement for everyone. We want to work towards a country with two thriving official languages: Swedish and Finnish. We are a party that always looks after minorities, including minority languages.

We always defend the rule of law and democracy. We believe that by being well-educated and international, Finland can be a safe country that can tackle future challenges. We want an open and multicultural society built on cooperation, which looks after all generations. SFP's voice is the voice of liberalism, inclusivity and responsibility at all levels of political decision-making. We are aware that the challenges of the national economy make things difficult in many areas, when actions must be adjusted to the economic reality. Welfare must be built upon humanity, securing health and social care, education and other social services.

Availability of trained employees is one of the main factors for Finland's future success. To meet this need, we must invest in more educational institutions and increase labour migration. To ensure that we have access to the necessary workforce, we must also invest more highly in employee well-being.

Everyone in our society must have equal rights and opportunities, and be included in decision-making. SFP works steadfastly for equality. We always defend every person's fundamental right to decide on their own bodies. No one must be discriminated against based on language, ethnicity, religion, beliefs, gender, sexual orientation, disability or age. We resolutely work towards achieving a society that is free from racism and discrimination.

We work towards maintaining vitality in municipalities, regions and wellbeing services counties, through strong local democracy. Decisions must be made openly, avoiding unnecessary bureaucracy. We want to see functioning collaboration between municipalities, counties, the state, the private sector and the third sector. SFP is the party that remains close to you at all stages of your life. We want it to be easy for you to contact your local and national representatives, whatever the issue.

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SFP Manifesto for the MUNICIPAL ELECTIONS 2025

THE BEST SCHOOLS

The foundations for the well-being and success of our society are built in schools. Schools must offer equal opportunities for all children and adolescents throughout their educational journey, from early childhood education, through the primary and secondary level and up to tertiary and further studies. We must ensure a safe learning environment, in which children and adolescents are prepared for coming challenges. This requires enough competent staff and other adults in schools.

Finnish schools are built on the pillars of equality and highly educated, well-motivated teachers and staff. Our elementary education is a success story, but the work

is not finished yet; development must continue. It requires national efforts, but the lion's share of the work is done at the municipal level. There must be sufficient resources for schools' everyday operations. Those needing support must receive it. Particular attention must be paid to inclusivity and equal treatment. Our goal is that no one is left behind.

We want Finland to be the world's child-friendliest country, which is why we also want to invest in making everyday life easier for families with children. This means well-functioning schools, teacher well-being and success opportunities for every child.

SFP WANTS

- more children to attend early childhood education, and to make it free in the long term
- teaching in the second official language to begin already in early childhood education
- education and teaching to be equal and gender-neutral
- to increase resources directed at reducing all forms of bullying
- to fight segregation in basic education
- to ensure the safety of the school environment and of school transport for all
- all of our school buildings to be not only healthy but also inspiring learning environments that allow staff and pupils to focus on education
- to provide teachers good tools for developing education and teaching methods, and to enhance remote cooperation between schools
- to have well-functioning morning and afternoon activities for children, with opportunities for diverse indoor and outdoor pastimes
- children to have opportunities to take part in leisure activities they enjoy in connection with the school day
- to ensure schools offer sufficient challenges for those who need them
- to provide homework assistance after the end of the school day, for instance in the form of volunteer co-educators at school
- to ensure every pupil and student has access to good learning materials, in both traditional and digital format
- to guarantee on-site support in schools in the form of psychologists, social workers and sufficient resources for student and study guidance
- to see increased cooperation between vocational education and business and commerce, and an emphasis on entrepreneurship in vocational education
- to increase the attractiveness of vocational education, guaranteeing its high quality
- to promote the use of apprenticeship agreements in vocational education
- to guarantee access to high-quality general upper secondary school education
- to emphasize the intrinsic value of basic art education, in that it increases well-being and supports other learning
- to have well-functioning support for pupils with special needs
- to secure the right of the Sami to receive education in the three Sami languages, and to develop this education
- to ensure pupils and students have access to sign-language services at school
- to ensure student bodies and associations have the ability to influence school operations
- to guarantee sufficient support and proper integration for immigrant children
- to ensure good dialogue with families takes place when determining the level of teaching in the national languages that children with immigrant backgrounds will receive
- to see more municipalities offering schooling in English
- to continue developing youth social work in schools, so that children and adolescents have safe adults in their everyday lives
- more pupils to have access to language immersion and language showers
- to work towards keeping class sizes reasonable at all levels of education
- to invest in awareness-raising and emotional learning at school, in order to counteract destructive norms and prevent violence by teaching pupils to identify and manage their emotions
- to see municipalities securing sufficient hourly resources for schools
- to see well-functioning collaboration between homes and schools

THRIVING CITIZENS

The basic pillars of well-being in society are inclusiveness, belonging and trust. We work towards achieving a society where everyone feels safe and well. Preventive and health-enhancing services for people of all ages play a central role in municipalities' operations.

By investing in fitness, sport and culture we can generate well-being and keep our municipalities lively and welcoming. Adult education centres and folk high schools, active NGOs, exercise trails, sport facilities, libraries, and music and art schools are important for a thriving local community. These places and activities offer inhabitants opportunities for meetings, learning, physical activity and cultural development, which reinforces both belonging and the attractiveness of the municipality. Adult education centres and folk high schools offer people opportunities for improving their competence and also perform an important function in terms of well-being.

SFP WANTS

- to ensure there are diverse opportunities for people of all ages to exercise, such as playgrounds, skate parks, outdoor gyms and fitness stairs
- to reduce the costs caused by sitting by increasing access to fitness opportunities, e.g. through service vouchers
- to have well-functioning youth services, such as outreach youth work, navigator services and youth workshops, that support a safe upbringing and help to prevent social exclusion
- to stop the increase in loneliness among the young and elderly
- to ensure all young people have the right to meaningful leisure activities with a low threshold

- that youth representatives, elderly citizens' councils and disability councils play significant roles in decision-making and inclusion
- to look after liberal adult education
- to ensure municipalities offer equal opportunities for cultural activities, leisure activities, training times and facilities, regardless of gender or age
- to reinforce the status of the Sami and ensure their right to cultural autonomy
- to ensure locals are offered opportunities for financial planning and advice, to strengthen their personal finances
- to see inclusive budgeting being used to involve inhabitants more closely in municipal decision-making
- to see well-functioning cooperation between municipalities, the private sector and the third sector, so that citizens' services are secured
- municipalities to have an inclusive recruitment policy that better facilitates the recruitment of marginal population groups
- municipalities to invest more in integration services, to ensure everyone feels welcome and achieves a smooth transition into working life in Finland
- to see more people being integrated into the society in the Swedish language, and to ensure integration-related information is provided in both the national languages
- to ensure municipalities offer training in equality and equal treatment to their personnel and elected representatives
- to see municipalities conducting pre-emptive assessments of the gender-related impact of decisions, and using gender-aware budgeting
- to see municipalities using child impact assessments to ensure the child-friendliness of decisions
- to ensure municipalities understand the importance of culture for their inhabitants' well-being

MUNICIPAL AND URBAN VITALITY

Education, competence and well-being are important, but additionally we must ensure a strong economy to safeguard the necessary services. A municipality that emphasizes opportunities for entrepreneurship and growth, and looks after its finances responsibly is well set to be a thriving community.

A well-handled municipal economy lays the best ground for functioning everyday life in the municipality. We want Finland's municipalities to live with the times and to have the courage to develop without prejudice. While digital services give opportunities for better-functioning daily life, human contact must not be lost either.

We want our municipalities actively to attract sustainable investment and new business. Efforts to improve employment and entrepreneurship are the keys to growth. As employment and economic development services are now handled locally, it is easier to help jobseekers in ways that better account for local conditions. Successful labour migration demands inclusive municipalities and proper integration services.

SFP WANTS

- to keep municipal and property taxation at reasonable levels
- to increase the cooperation between municipalities and trade and industry to create optimal conditions for investment and entrepreneurship
- to ensure municipal employment services work effectively, so that jobseekers are offered positions as quickly as possible
- to see jobseekers and employers finding each other across municipal borders
- to ensure beneficial operating conditions are guaranteed for work centres
- to work towards smarter and more sustainable procurement by increasing the weighting of quality criteria, accounting for climate impact and permitting partial bids
- to look after the well-being and occupational health of municipal employees
- to ensure municipalities actively work to improve labour migration, through international recruitment and welcoming family policies
- municipalities to adopt anonymous recruitment to increase equality among applicants
- to ensure that secondary school policies take into account the long-term labour needs of municipalities and regions
- to facilitate multiple residencies through digital municipal residency, for example



SUSTAINABLE AND ATTRACTIVE PLANNING

Municipalities are the locations for our homes and local environments. They are where we live and move about, where we access our health care, schools and work-places. Some of us want to live in sparsely populated areas, while others enjoy crowds. A municipality that looks after its identity and character, and offers diverse forms of residence and services lay the ground for well-being and growth.

We want to see pleasant living environ-

ments that combat segregation and are suitable for various circumstances of life. We also want to see clear urban policies in larger cities, with functioning public transport and lively districts. Sustainable growth demands many-sided, swift planning that caters for the needs of industry and commerce. We want to promote recreational opportunities and look after the local environment. We have to have agreeable meeting places for inhabitants. Municipalities must also take good care of their real estate.

SFP WANTS

- planning and construction to be sustainable
- to build in a long-sighted manner, ensuring sufficient resources are available for maintenance
- planning and land use to support new business and the development of trade and industry
- to combat segregation through many-sided planning
- to ensure outdoor areas or green strips are available for everyone in the municipality
- to ensure there are recreational areas and dog parks in our cities and municipalities
- to see smart cities and municipalities, where service efficiency is boosted by digital solutions that benefit inhabitants and businesses
- to see good communications, good traffic planning and more pedestrian and bicycle lanes
- to work towards functioning and accessible public transport and more mobility services
- to develop regional traffic between urban hubs and surrounding municipalities
- to develop the charging station network for electric vehicles and fuelling stations for biogas vehicles, promoting parking policies that favour low-emissions vehicles
- to ensure that public transport stops and stations are safe and provide shelter from the weather
- to ensure municipalities and regions do not limit the right of ownership or encroach on landowners' legal protection through zone planning
- to ensure zone planning avoids unnecessary costs for landowners, and to see landowners receiving reasonable compensation for any limitations of use
- to ensure fast and reliable internet connections that support equal opportunities for remote working and digitalization
- to ensure planning takes into account the opportunities for primary production in the municipality



FORERUNNERS IN CLIMATE AND THE ENVIRONMENT

The greatest global challenges of our time are climate change and biodiversity loss. Despite their global nature, the solutions are often local, and a large part of the related efforts are done at the municipal level. They are related to energy use, purchasing, land use, waste management and traffic, among others.

We want Finland to be a forerunner in climate and environment questions. Finland must be climate-neutral by 2035. Many municipalities are already pioneers in finding climate solutions that best fit their local conditions, and thereby support the creation of sustainable industry, commerce

and jobs in their area. By investing in climate-friendly solutions, municipalities can offer their inhabitants opportunities for sustainable lifestyles, as well as a welcoming environment.

SFP WANTS

- municipalities to adopt climate-smart solutions and to make it easier for inhabitants to make climate-smart choices
- municipalities to shift to renewable energy and phase out fossil fuel use
- municipalities to combat biodiversity loss by directing sufficient resources to information provision and voluntary nature protection measures
- municipalities to take biodiversity-enhancing measures
- to work towards reducing emissions to water ways and marine environments, for example by improving water management and increasing nutrient recycling
- municipalities to invest in reducing waste and promoting recycling in their own operations
- to see functioning recycling, reuse and waste management with sufficient collection stations
- to see municipalities formulating climate plans and sustainability plans
- municipalities to draw up clear objectives for fighting climate change and strengthening biodiversity
- to see municipalities adopting indicators and criteria for measuring the climate impact of their operations
- to see local food and Finnish fish being favoured and food waste being minimized
- to reduce the use of PFAS chemicals by municipalities
- to see municipalities sustainably using and caring for their land areas

SFP manifesto for the COUNTY ELECTIONS 2025

SAFE LIVING

Safety and security are the foundations of a happy life. Knowing that help and support are available when one needs them makes it easier to focus on one's studies, work and relationships.

SFP wants to work for safe and functional everyday living. Health and social care must be available when they are needed, and the environments in which they are provided must be safe. Everyone's right to good care must be secured, regardless of place of residence, income level and mother tongue.

Services must be available and equally functional in both of the official languages. You must be able to access the care and aid you need without being sent round from one instance to the next.

The care service palette is transforming, and mobile and digital services can be one way to improve accessibility. The wellbeing services counties must have sufficient competence for making use of digitalization and AI in care.

The private and third sectors are needed to supplement public care provision. We want all the counties to take care of their finances responsibly. We work towards the financing of the wellbeing services counties being fairly distributed, with an emphasis on preventive and rehabilitative care. We must stem the increase in costs in the long term, especially within specialist health care.

SFP WANTS

- to secure the availability of health care for all inhabitants
- to see well-functioning cooperation between municipalities and the wellbeing services counties
- to have digital care services developed
- to see equality and equal treatment characterizing all operations of the counties
- to ensure care personnel have competence in issues related to gender and sexual diversity
- to increase investments into occupational health, well-being and job satisfaction, as well as good leadership, equality and competitive salaries in the wellbeing services counties
- to ensure care personnel can build career paths that allow for specialization and further education
- to reduce dependence on medical and care locums in the wellbeing services counties
- to prevent violence against care personnel, so that they can conduct their jobs safely
- to facilitate functioning recruitment and integration of foreign care personnel, ensuring that integration in Swedish is a viable alternative
- to ensure sufficient language bonuses are paid by the counties, and are also applied to languages other than Swedish and Finnish
- to secure the rights of the Sami to receive care in their own languages
- to ensure that language minority councils and boards have proper opportunities to influence decision-making
- to ensure information and care directives are available in all the national languages and are provided to patients
- to increase the use of service vouchers when it is expedient to do so
- to safeguard the third sector's operating conditions
- to ensure small businesses and the third sector have realistic opportunities for taking part in tenders, by promoting partial procurement, among other things
- to modernize the procurement of IT services so that the counties are no longer bound to expensive licence agreements that steal resources from care provision
- to ensure KELA taxi services are functional and tailored to individual needs
- to see wellbeing services counties making breastfeeding-friendly workplace policies
- to improve access to primary health care doctors by creating flexible working conditions and career paths
- youth representatives, elderly citizens' councils and disability councils to play significant roles in decision-making and inclusion



ACCESSIBLE HEALTH CARE

We don't choose when to become ill. Accidents can happen unexpectedly. Safety comes from knowing that care and assistance are available when needed. It must be easy to contact health care providers when we fall ill, regardless of where we live. SFP want primary health care to be found as close to people as possible. The whole society benefits from people receiving aid and support as soon as they need them.

For us it is important to pay attention to the role of preventive and rehabilitative

health care. Services must be accessible and suited to their purpose. The support functions of rehabilitation and preventive health care are needed to increase well-being, as well as social and physical functionality. Rehabilitation and preventive health care also help to reduce the overall cost of health care. The most effective care is that which prevents illnesses and problems from arising in the first place. Therefore it is self-evident that even undocumented migrants must have access to health care.

SFP WANTS

- to ensure there are accessible social and health care services in all municipalities
- to shorten waiting lists with the help of service vouchers, digital services and increased numbers of doctors and carers, among other measures
- to create a system of named doctors and named nurses, as care by known faces generates a feeling of safety
- to see investments in digital services and mobile solutions, such as health buses, with the aim of improving access to care in the countryside and the archipelago, among others
- to see resources for combating mental illness being increased at health centres
- to ensure wellbeing services counties aim towards providing primary health care seven days a week, including mental health services
- dental health and hygienist's services to be available as needed
- wellbeing services counties to offer short-term psychotherapy or corresponding psychosocial services, either through their own operations, as contracted services or via service vouchers
- to see diverse types of low-threshold services, including chat facilities and emergency help-lines
- to ensure differences between women's and men's health are taken into account in health care
- to have the age range for free breast cancer screenings expanded to between 40 and 74 years of age
- to have menopause advice provided by public health care
- to ensure the right of undocumented migrants to health care
- to prevent cervical cancer by ensuring that screening invitations are sent out on time

HIGH-QUALITY HEALTH CARE



Sometimes we need care in the form of a simple procedure or consultation; at other times more comprehensive treatment and diagnostics are needed. Whatever the case, SFP wants to ensure that health care fulfils people's demands and needs.

We want the closest emergency hospital to be within a reasonable distance when people need specialist care. We want people to receive the care and assistance they need, without being sent from one instance to another. Central hospitals play a critical role in the functioning of health care. Cooperation between all the components of health

care must be frictionless, with the focus always on the patient. University hospitals have important special tasks and must receive sufficient funding.

Health care develops quickly. This creates pressure on costs, but also on the speed of adopting new discoveries. It also means that research plays a central role in development. We must find a balance between having sufficient domestic cutting-edge competence in a smaller number of units and ensuring the accessibility of services that need to be nearby. We want Finland to be a leading country in medical research.

SFP WANTS

- local hospitals to play an important role with diverse special responsibilities
- to ensure broad outpatient services are available close to people
- to secure the right of smaller hospitals to carry out ordinary outpatient surgeries and maintain public 24-hour emergency care
- to ensure there are enough ambulances, even in the countryside, so that emergency care can be guaranteed in all parts of the country
- to safeguard the operations of medical helicopters
- to reinforce the wellbeing services counties' research, development and innovation activities
- to invest in the training opportunities of primary care personnel, so that high-quality health care is secured

FUNCTIONING SOCIAL WELFARE

People have a need of physical, social and psychological well-being. We often require more than one form of care simultaneously. Care services that see us as individuals with manifold needs are more likely to achieve good results.

We want to reinforce measures to combat social exclusion and mental ill-being through preventive work, early interventions and multidisciplinary cooperation. It is important that the whole family is taken

into account when diverse problems arise, so that they can be optimally supported and assisted. We prioritize equal psychosocial services, including psychotherapy. We want to see an inclusive society where everyone is treated fairly, respecting their autonomy. It is important that services and various forms of disability support are provided close to those who need them, in both our national languages. In cases of substance abuse, the emphasis should be on preventive care, early interventions and a basis in facts and research.

SFP WANTS

- to have more social workers recruited, to ensure that timely assistance is provided to those who need it
- those working in social services to have safe working conditions
- to invest in preventive care and in making everyday life easier for vulnerable families, for example by providing home care services to families with children
- to increase the number of refuges for victims of domestic or intimate partner violence, as well as those threatened with it
- to offer low-threshold services for victims of violence
- to invest in support services for proper immigrant integration, in order to prevent social exclusion and reduce differences in health and well-being levels
- to guarantee sufficient resources for psychiatric and addiction care, even in Swedish
- to see more low-threshold clinics and increased multidisciplinary cooperation between municipalities, schools, daycares, health and social care, homes, the third sector and the police
- to prevent and reduce substance abuse by creating functional care paths, and to improve the recognition of risk groups
- to see families and others close to persons with addiction or mental illness issues being offered assistance and conversational support
- to see disabled persons receiving sufficient and timely support
- to ensure equal disability services are provided in Swedish as in Finnish
- to ensure sufficient sheltered housing is available
- to ensure disabled people are offered therapy and rehabilitation based on their individual circumstances and needs, and in their mother tongue
- to ensure families with disabled children receive sufficient, early support



THRIVING CHILDREN, ADOLESCENTS AND FAMILIES

Finland's prenatal and child health clinics are a success story built upon the idea that preventive care is the best care. Thriving children are more likely to become thriving adolescents and, later, adults. When we support children during their growth period and help families take care of their children, we lay the foundations for well-being in the community.

Our public child health clinics are supplemented by student welfare services in schools and higher education, and by child

protection services. We want child clinics to continue offering services beyond the age of six. Maternity care must be protected from further cuts, and there must be space in maternity wards for all those who need it. Support for families and parents with children generates a feeling of safety and prevents problems. Mental health care, particularly for young people, must be prioritized, and cooperation and information exchanges between municipal schools and the student welfare provided by the well-being services counties must be functional.

SFP WANTS

- to save our maternity wards
- to ensure all women have the right to proper prenatal and postnatal care
- information to be provided on how to look after one's health and avoid health risks even after pregnancy
- to see home care services offered to families needing extra support
- to increase access to child health clinics for children who have started school
- to develop teenager clinics as part of family health clinics
- to ensure student welfare services are available in schools and form a part of schools' multidisciplinary teams
- to have more Swedish-speaking school psychologists and welfare officers being trained, and to make psychotherapy training free
- to ensure one psychiatric nurse, one school psychologist and one school social worker are provided per 500 students in every institution
- that all pupils and students are invited to see the school social worker at least once in primary school, once in lower secondary and once in upper secondary school, as well as according to need
- to ensure young people are offered low-threshold walk-in consultations close to where they find themselves
- to make contraceptives and contraceptive advice free for people under the age of 25
- to secure sufficient resources for developing and maintaining comprehensive support services for young people who suffer from or are at risk of mental illness
- to ensure young people with eating disorders are offered specifically tailored care services in both the national languages
- to ensure the wellbeing services counties actively work towards the whole population being vaccinated according to the national vaccination programme (including the HPV vaccine)



SAFE ELDERLY CARE

Our care and support needs vary at different stages of our lives. However, our basic human needs remain the same: social interaction, safety, activities and, when necessary, care. These conditions being met makes it possible for us to be happy at various stages of life.

SFP wants elderly care to be close to where people are, and to ensure it is high in quality. You must be allowed to live at home as long as you want to and are able to, and various forms of residential services must be available nearby. We must strive to boost people's functional ability, for instance through senior exercise. We appreciate the work of family carers and want to ensure their well-being. Family carers must be treated equally and receive the support and relief they need. Foundations and associations provide invaluable contributions to society in many parts of our country, for instance within health promotion and the maintenance of senior residences.

SFP WANTS

- to ensure all elderly people are offered a safe residence when they can no longer cope with living at home
- to safeguard home care services, ensuring the elderly receive high-quality, timely services in the right format
- to ensure there is a broad selection of residential options for the elderly
- to ensure married and cohabiting couples are offered residential services together
- to ensure targeted preventive home visits are made to all elderly inhabitants of the wellbeing services counties
- to improve the early diagnosis of memory disorders and to ensure care is provided as close to where people live as possible
- to make the tax credit for household expenses more extensively applicable to home care services
- to ensure family carers are properly valued and given more opportunities for time off and rehabilitation
- to establish senior health clinics in all the wellbeing services counties
- to have service vouchers for residential care supplementing public services



RELIABLE RESCUE SERVICES



Accidents happen unexpectedly and can affect anyone. Certain types of accidents require specialist assistance and services. Functioning rescue services can be, and often are, a matter of life and death. Help must be available when it is needed.

Equal access to rescue services throughout the country and sufficient rescue service personnel are critical prerequisites to ensure our safety and preparedness. It is essential for those needing assistance to be able to communicate with rescue personnel, so the availability of enough personnel who can conduct their work in both the national languages must be secured. The Swedish-language emergency services training in Helsinki must be safeguarded. Contract fire departments, volunteer fire departments and voluntary maritime search and rescue operators play an important role within the rescue services, especially in sparsely populated areas.

SFP WANTS

- to ensure rescue services are available all around the country within a reasonable response time
- that everyone can get an ambulance when they need it
- that enough rescue personnel are trained in both national languages
- to support and encourage the youth activities of the volunteer fire departments
- that the operations of contract fire departments, volunteer fire departments and voluntary maritime search and rescue operators are reinforced to ensure equal availability of rescue services in all parts of the country
- to prevent violence against rescue personnel, so they can safely conduct their jobs
- to ensure emergency response centres and operator training are functional in both national languages
- to ensure the rescue services have clear processes in place for preventing, reporting and dealing with sexual harassment



VOTING IN ADVANCE 2-8.4.2025 | ELECTION DAY 13.4.2025